

ForHousing Employment and Skills Plan (ESP) for Bowlers Yard Manchester.

At Bowlers Yard ForHousing will be letting at JCT Design and Build Contract with a lead contractor to undertake all the construction activity on site. As part of our contract we will work in partnership with the chosen contract to delivery on employment and training outcomes for local people. Part of this will be measuring social value across the scheme as outline below. The second stage is the targets set out below specially on employment and training for Bowlers Yard.

ForHousing has invested in the [National TOMs](#) (Themes, Outcomes and Measures) portal to measure and report social value generated from our investments. For projects exceeding £100,000 in value, contractors ForHousing appoints are expected to report via the National TOMs to evidence social value.

ForHousing are specifically requesting the monitoring and reporting of social value in relation to.

- Supply Chain
- Local Employment
- Community Activities
- Green Practices

ForHousing have taken this approach as we recognise that many contractors are already committed to social value within the way they operate. Using TOMs enables us to mutually recognise this within individual projects like Bowlers Yard. We will incorporate this reporting to the Local Authority.

TOMs Social Value Portal

The Portal is a cloud-based platform, and data saved on the system is immediately accessible to all those with permission to view it. A fee of 0.15% of the contract sum (minimum £500 - £5,000 maximum) per project will be chargeable to operate TOMs for that project. This is only applicable to projects over £100,000 in value. Contractors will be supported to use the portal and training may be provided if required. Data updates are required monthly and validated quarterly by a third party.

Contractors can use the annual project report produced as part of TOMs to evidence their approach to delivering social value, including to others outside of the project.

Although TOMs is ForHousing's preferred option for reporting social value through projects, alternative options being used by a contractor will be considered if requested.

Bowlers Yard Construction

ForHousings has developed some overall targets for Bowlers Yard as outline below:

Contract: Bowlers Yard Manchester...Employment and Skills Outputs		Overall Target
Apprenticeships	Created (no of persons)	4
	Safeguarded (no of persons)	7
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	4
	Safeguarded employment – Those at risk of unemployment from other sites	3
Training initiatives - new entrants	School/College/University site visits (no of students)	36
	School/College workshops (no of students)	29
	Workshops 14 - 16 years (no of persons)	0
	Work experience 18+ years (no of persons)	6
	Project Initiated Higher Level Skills	0
Training initiatives - existing workforce	Vocational qualifications (no of persons)	N/A
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	100%
	Short courses (no of courses)	N/A

Reporting – in terms of reporting, ForHousing as dedicated Employment and Training Team headed up by Geoff Cooke. The ForHousing E&T Team will work closely with the ForHousing Project Manager, Mark Edwards and the Construction Site Team (once appointed) to ensure all targets are reported on a monthly basis on the back of monthly site meetings. Then reported directly to the Local Authority on a monthly basis.

Strategy for achieving the targets outlined – below is a summary of our approach to achieving the local employment targets on Bowlers Yard, the level of engagement we will seek to achieved, and lastly, the overall commitment to the local benefit that will be driven from this project.

Once construction activity starts in early 2023, ForHousing will commission a detailed report outlining our detailed operational plan for achieving the outcomes below, which will be submitted to the Local Authority for approval.

Contract.....Bowlers Yard Employment and Skills Outputs		Overall Target	Strategy
Apprenticeships	Created (no of persons)	4	ForHousing is committed to the creation and safeguarding of local apprentices where possible and these would be hosted either directly by ForHousing or via our in house contractor Liberty Construction through whom ForHousing directly employs apprentices. Likewise we will work with our JCT Contractor once appointed to make this item a contractual required. ForHousing will work alongside Local Authority Partners such as Manchester's work and skills team, Manchester college and Salford University, CITB, local Job Centre Plus and other local providers recommended by the local authority to ensure suitable candidates are identified and safeguarded from the potential displacement of an apprenticeship.
	Safeguarded (no of persons)	7	
Employment Initiatives	Progression into employment - Unemployed less than 6 months (no of persons)	4	ForHousing has committed to employ local people on this project. This will be aimed specifically to ensure jobs are created and for people living in the Local Authority Area. ForHousing will work alongside the Local Authority, local stakeholders such as The Skills Company, we will identify resource, training and skill needs. Utilising the local knowledge and links of the specialists, appropriate candidates with the right skills and experience required to maintain employment.
	Safeguarded employment – Those at risk of unemployment from other sites	3	
	School/College/University site visits (no of students)	36	ForHousing will work alongside the Careers Enterprise Company & key agencies within the Local Authority area to create optimum school engagement opportunities.
	School/College workshops (no of	29	

Training initiatives - new entrants	students)		ForHousing proposes to engage with the local college, primary and secondary schools with a view to developing a series of school activities and site visits.
	Work experience 18+ years (no of persons)	6	ForHousing have committed to support work place training opportunities for young people aged 18-24 lasting 2-4 weeks each. With assistance from local specialists such as The Work Company / The Skills Company etc., ForHousing will engage with Manchester college and Salford University, Job Centre Plus and third sector organisations. Specifically looking to develop a series of workshops to help showcase GMI and the broader opportunities within the construction industry
	Project Initiated Higher Level Skills	1	ForHousing are also committed to supporting under graduate placements who will be working towards a degree in Construction e.g. trainee Quantity Surveyor (QS) and Assistant Site Engineers (Technical Apprentice).
Training initiatives - existing workforce	Vocational qualifications (no of persons)	N/A	ForHousing is 100% compliant under the health and safety benchmarks. All our employees and subcontractors are NVQ qualified or working towards their qualification. All tests and annual renewals are monitored. Quarterly audits are carried out to ensure consistency and standards are maintained.
	Construction Skills Certification Scheme (CSCS) skills card (no of persons)	100%	
	Short courses (no of courses)	N/A	

